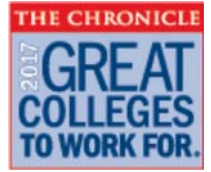


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	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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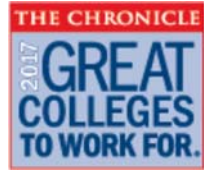
Average All Statements (1-85)

2017 Excluding Other (1000) 3.64	28%	33.1%	21.6%	9.4%	8%
Administrator (364) 3.68	26.8%	35.4%	22.4%	9.3%	6.1%
Affiliate Faculty (161) 3.61	27.3%	33%	21.7%	9%	9%
Category II or III Faculty (60) 3.83	36.3%	31.2%	18.6%	7.2%	6.8%
Classified Staff (91) 3.62	25.7%	33.6%	24.3%	10%	6.4%
Faculty (239) 3.56	29.8%	29.3%	19.4%	10.2%	11.3%

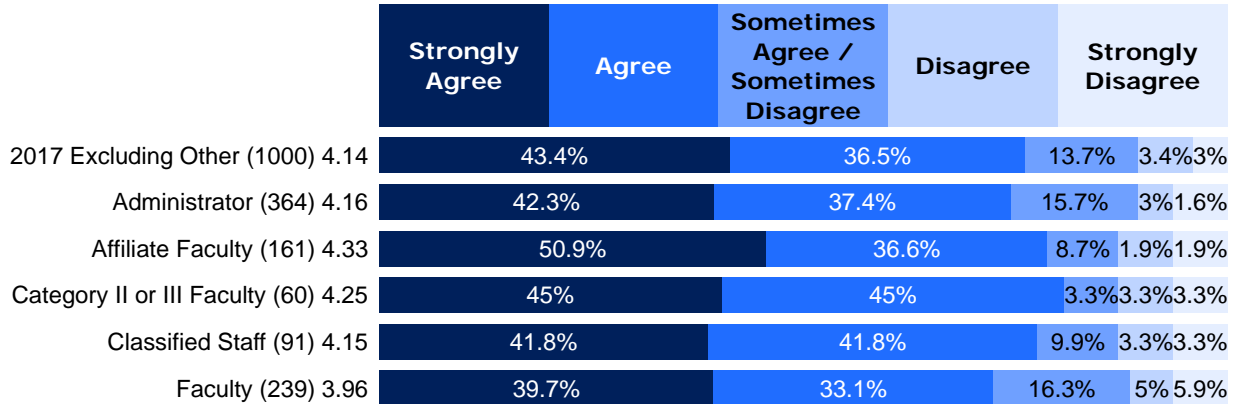
1. My job makes good use of my skills and abilities.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (998) 3.98	36.5%	37.5%	17.4%	5.3%	3.3%
Administrator (364) 3.95	30.8%	43.1%	18.4%	5.5%	2.2%
Affiliate Faculty (160) 4.11	39.4%	41.9%	12.5%	3.1%	3.1%
Category II or III Faculty (60) 4.15	43.3%	38.3%	10%	6.7%	1.7%
Classified Staff (91) 3.82	33%	31.9%	24.2%	6.6%	4.4%
Faculty (239) 3.99	42.7%	30.5%	15.5%	5.4%	5.9%

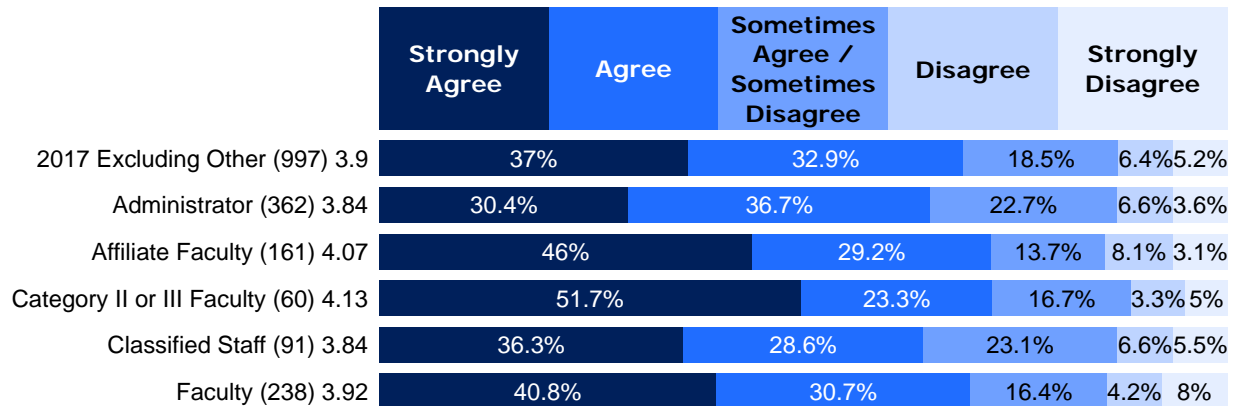
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2. I am given the responsibility and freedom to do my job.



3. My supervisor/department chair makes his/her expectations clear.



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4. I am provided the resources I need to be effective in my job.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (1000) 3.52	20.2%	34.5%	29.4%	9.3%	6.6%
Administrator (364) 3.65	20.9%	39%	28.3%	8%	3.8%
Affiliate Faculty (161) 3.68	24.2%	39.1%	23%	7.5%	6.2%
Category II or III Faculty (60) 3.45	21.7%	21.7%	43.3%	6.7%	6.7%
Classified Staff (91) 3.59	22%	28.6%	39.6%	6.6%	3.3%
Faculty (239) 3.18	15.5%	27.6%	30.1%	13.4%	13.4%

5. I understand how my job contributes to this institution's mission.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (997) 4.3	48.9%	36.9%	10.6%	2.2%	1.3%
Administrator (363) 4.39	52.1%	37.2%	9.1%	1.1%	0.6%
Affiliate Faculty (160) 4.29	48.1%	39.4%	8.1%	1.9%	2.5%
Category II or III Faculty (60) 4.35	45%	46.7%	6.7%	1.7%	0%
Classified Staff (91) 4.29	42.9%	44%	12.1%	1.1%	0%
Faculty (238) 4.21	50.4%	28.6%	14.3%	4.6%	2.1%

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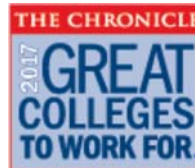
6. I am given the opportunity to develop my skills at this institution.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (992) 3.68	27.5%	33.6%	24.3%	8.8%	5.8%
Administrator (362) 3.76	28.2%	34.8%	24.9%	8.8%	3.3%
Affiliate Faculty (156) 3.54	26.9%	30.1%	21.8%	12.2%	9%
Category II or III Faculty (60) 3.85	38.3%	26.7%	23.3%	5%	6.7%
Classified Staff (90) 3.58	20%	35.6%	28.9%	13.3%	2.2%
Faculty (239) 3.62	26.4%	33.9%	23.4%	7.5%	8.8%

7. I receive feedback from my supervisor/department chair that helps me.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (990) 3.66	28.9%	33%	21.6%	8.5%	8%
Administrator (364) 3.67	25.5%	36.3%	24.2%	8%	6%
Affiliate Faculty (157) 3.54	23.6%	34.4%	23.6%	8.9%	9.6%
Category II or III Faculty (59) 4.02	49.2%	25.4%	10.2%	8.5%	6.8%
Classified Staff (90) 3.8	27.8%	35.6%	27.8%	6.7%	2.2%
Faculty (237) 3.61	32.5%	26.6%	20.3%	10.5%	10.1%

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8. When I offer a new idea, I believe it will be fully considered.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (982) 3.62	26.6%	32.8%	23.7%	9.5%	7.4%
Administrator (363) 3.73	27.5%	35.3%	24%	8.8%	4.4%
Affiliate Faculty (146) 3.65	26%	32.9%	28.1%	6.2%	6.8%
Category II or III Faculty (59) 3.97	44.1%	23.7%	22%	5.1%	5.1%
Classified Staff (91) 3.54	24.2%	29.7%	28.6%	11%	6.6%
Faculty (239) 3.38	22.2%	31.8%	20.9%	11.7%	13.4%

9. I am regularly recognized for my contributions.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (978) 3.31	18.3%	30.2%	26.3%	14.9%	10.3%
Administrator (362) 3.38	19.1%	30.4%	27.9%	14.4%	8.3%
Affiliate Faculty (149) 3.12	15.4%	21.5%	34.9%	16.1%	12.1%
Category II or III Faculty (59) 3.61	22%	39%	22%	11.9%	5.1%
Classified Staff (90) 3.48	23.3%	31.1%	21.1%	18.9%	5.6%
Faculty (237) 3.22	16.5%	33.8%	20.3%	14.8%	14.8%

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10. I understand the necessary requirements to advance my career.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (962) 3.51	23.6%	32.8%	22.7%	12.7%	8.2%
Administrator (358) 3.29	17.9%	29.9%	25.7%	16.8%	9.8%
Affiliate Faculty (141) 3.3	17.7%	31.2%	26.2%	12.8%	12.1%
Category II or III Faculty (58) 3.71	27.6%	37.9%	17.2%	12.1%	5.2%
Classified Staff (88) 3.35	20.5%	28.4%	26.1%	15.9%	9.1%
Faculty (237) 3.98	36.3%	39.7%	14.3%	5.5%	4.2%

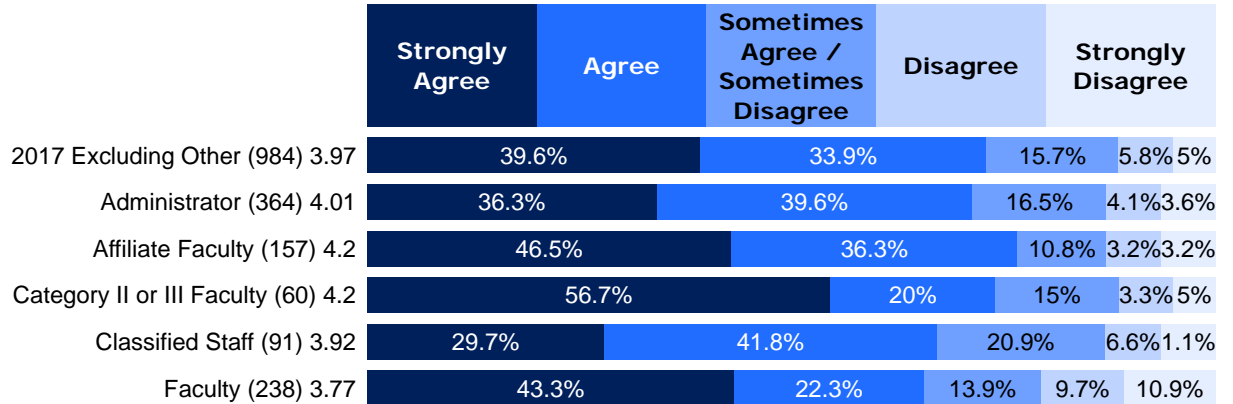
11. I am paid fairly for my work.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (987) 2.84	7.3%	28.6%	24.3%	20.6%	19.3%
Administrator (363) 3.12	10.2%	33.3%	25.6%	19.6%	11.3%
Affiliate Faculty (160) 2.62	3.8%	27.5%	21.3%	21.9%	25.6%
Category II or III Faculty (60) 2.97	11.7%	26.7%	28.3%	13.3%	20%
Classified Staff (90) 2.96	5.6%	35.6%	26.7%	13.3%	18.9%
Faculty (239) 2.49	4.2%	20.5%	22.2%	25.9%	27.2%

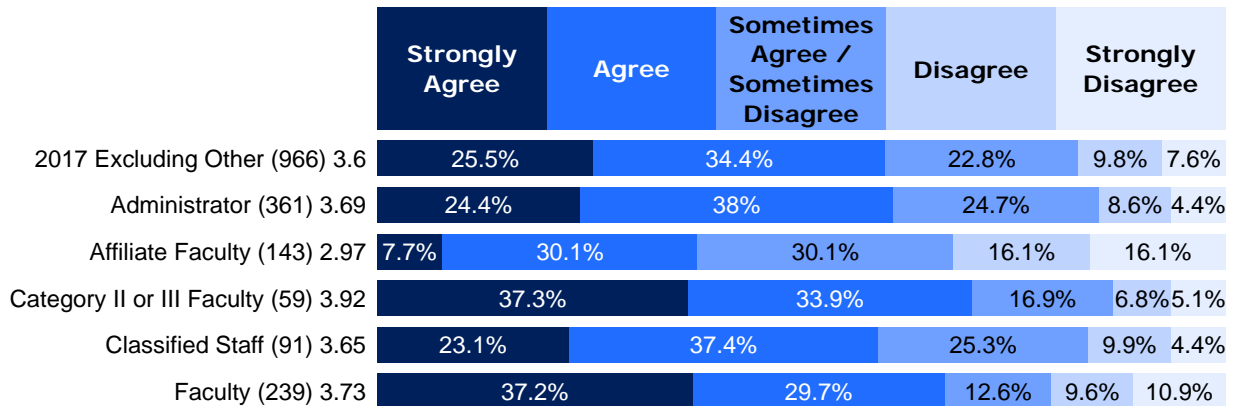
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12. I believe what I am told by my supervisor/department chair.



13. We have opportunities to contribute to important decisions in my department.



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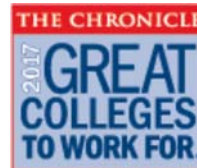
14. I can speak up or challenge a traditional way of doing something without fear of harming my career.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (977) 3.5	24%	34.1%		20.7%	10.7% 10.5%
Administrator (362) 3.68	26.2%	37.8%		19.6%	10.2% 6.1%
Affiliate Faculty (152) 3.38	17.8%	36.8%		23%	9.9% 12.5%
Category II or III Faculty (60) 3.53	35%	23.3%		18.3%	6.7% 16.7%
Classified Staff (91) 3.68	27.5%	34.1%		22%	12.1% 4.4%
Faculty (238) 3.25	22.3%	29.4%		17.6%	12.2% 18.5%

15. My supervisor/department chair regularly models this institution's values.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (974) 3.97	37.4%	37.1%		16.3%	3.8% 5.4%
Administrator (362) 4	36.5%	40.6%		14.1%	4.1% 4.7%
Affiliate Faculty (153) 4.08	41.2%	37.3%		15%	2% 4.6%
Category II or III Faculty (60) 4.15	43.3%	36.7%		15%	1.7% 3.3%
Classified Staff (91) 3.99	36.3%	35.2%		22%	4.4% 2.2%
Faculty (234) 3.84	37.6%	30.8%		18.4%	4.3% 9%

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16. Promotions in my department are based on a person's ability.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (849) 3.19	17.9%	26.9%	26.9%	13.2%	15.2%
Administrator (313) 3.22	18.8%	27.5%	25.6%	13.4%	14.7%
Affiliate Faculty (112) 3.03	10.7%	23.2%	39.3%	11.6%	15.2%
Category II or III Faculty (53) 3.19	18.9%	22.6%	32.1%	11.3%	15.1%
Classified Staff (81) 2.86	11.1%	24.7%	24.7%	18.5%	21%
Faculty (231) 3.29	22.9%	26.4%	22.5%	13%	15.2%

17. Our review process accurately measures my job performance.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (909) 3.19	12.1%	31.2%	31.6%	14%	11.1%
Administrator (333) 3.11	8.4%	31.5%	33.3%	16.2%	10.5%
Affiliate Faculty (130) 3.18	11.5%	30.8%	35.4%	8.5%	13.8%
Category II or III Faculty (53) 3.49	18.9%	41.5%	17%	15.1%	7.5%
Classified Staff (88) 3.08	11.4%	23.9%	36.4%	18.2%	10.2%
Faculty (236) 3.24	15.7%	30.9%	27.1%	14%	12.3%

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18. Issues of low performance are addressed in my department.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (896) 3.03	8.9%	29%	32.7%	15%	14.4%
Administrator (344) 2.97	7.8%	28.8%	31.4%	16.3%	15.7%
Affiliate Faculty (116) 3.15	8.6%	31.9%	35.3%	13.8%	10.3%
Category II or III Faculty (54) 3.13	7.4%	37%	29.6%	13%	13%
Classified Staff (87) 3.15	10.3%	34.5%	29.9%	10.3%	14.9%
Faculty (231) 2.98	10.8%	22.9%	34.2%	17.3%	14.7%

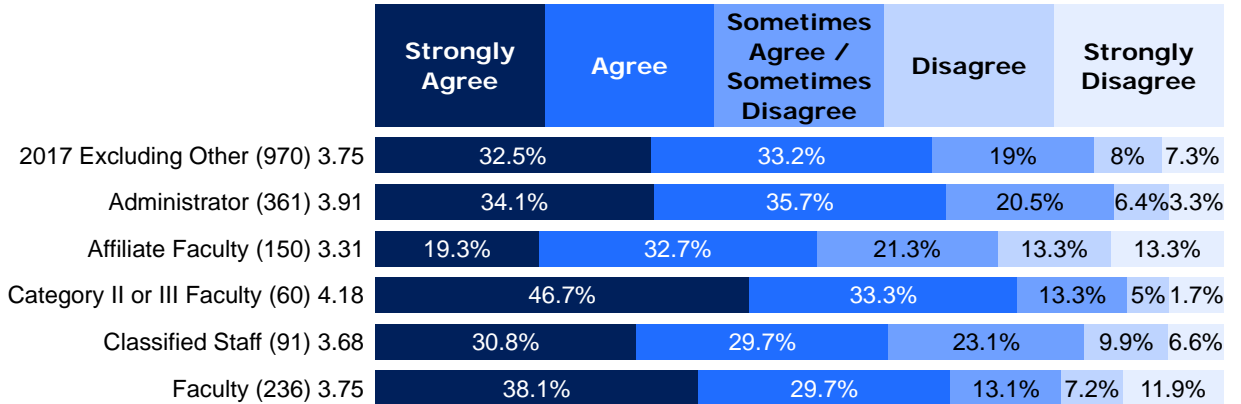
19. My supervisor/department chair is consistent and fair.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (982) 3.89	38.4%	32.3%	16%	6.9%	6.4%
Administrator (364) 3.84	34.6%	34.1%	17.3%	8.2%	5.8%
Affiliate Faculty (156) 4.08	42.9%	33.3%	16%	3.8%	3.8%
Category II or III Faculty (60) 4.17	55%	21.7%	13.3%	5%	5%
Classified Staff (91) 3.88	33%	39.6%	14.3%	8.8%	4.4%
Faculty (237) 3.81	40.9%	26.6%	14.8%	7.6%	10.1%

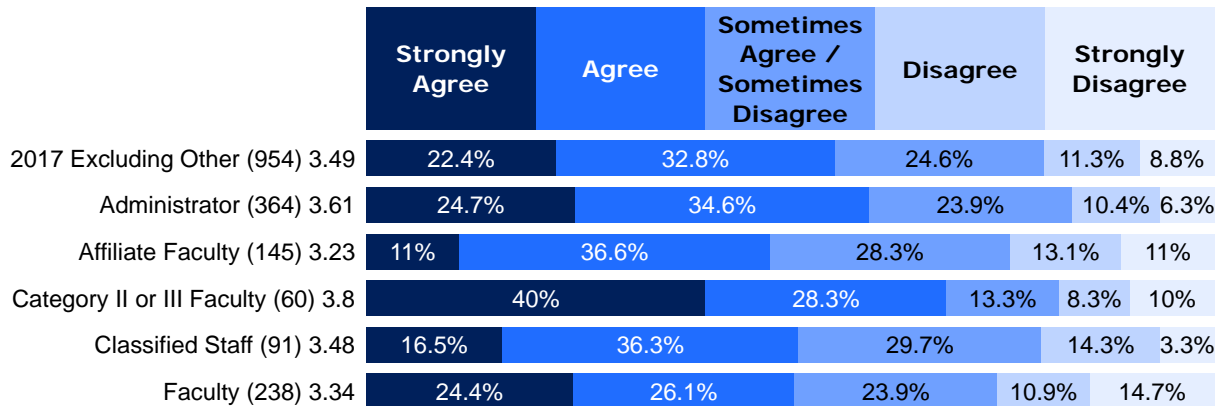
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20. My supervisor/department chair actively solicits my suggestions and ideas.



21. In my department, we communicate openly about issues that impact each other's work.



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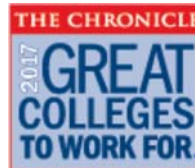
22. Changes that affect me are discussed prior to being implemented.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (945) 3.14	12.8%	29.2%	29.9%	14.8%	13.2%
Administrator (362) 3.2	11.9%	30.9%	33.4%	12.7%	11%
Affiliate Faculty (146) 2.92	10.3%	28.8%	21.9%	21.2%	17.8%
Category II or III Faculty (59) 3.46	20.3%	35.6%	23.7%	10.2%	10.2%
Classified Staff (91) 3.05	11%	22%	38.5%	18.7%	9.9%
Faculty (235) 3.11	14.9%	28.1%	27.2%	12.3%	17.4%

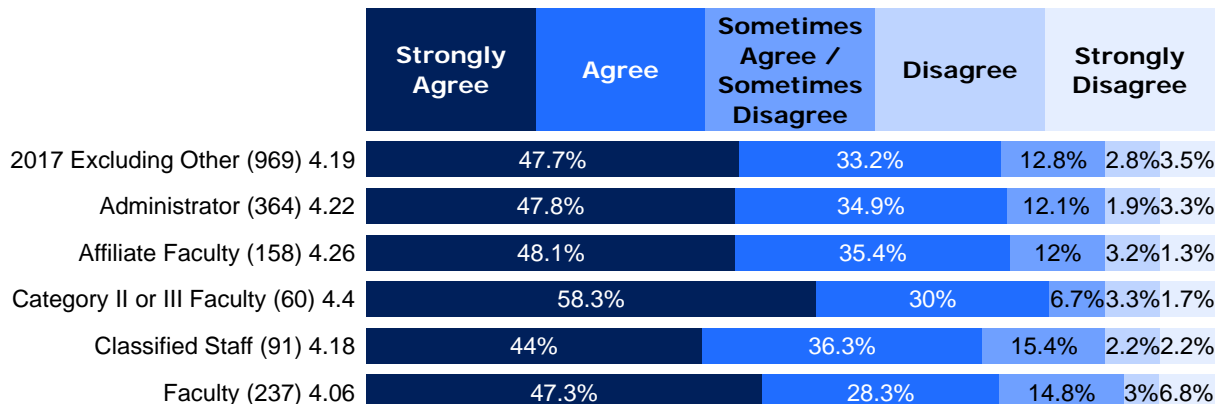
23. People in my department work well together.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (955) 3.63	25.8%	32.4%	27.4%	8.1%	6.4%
Administrator (363) 3.73	26.2%	34.4%	29.8%	5.8%	3.9%
Affiliate Faculty (146) 3.62	21.2%	37%	28.1%	9.6%	4.1%
Category II or III Faculty (60) 3.7	35%	30%	18.3%	3.3%	13.3%
Classified Staff (91) 3.52	19.8%	24.2%	45.1%	9.9%	1.1%
Faculty (237) 3.48	27%	29.5%	20.3%	11%	12.2%

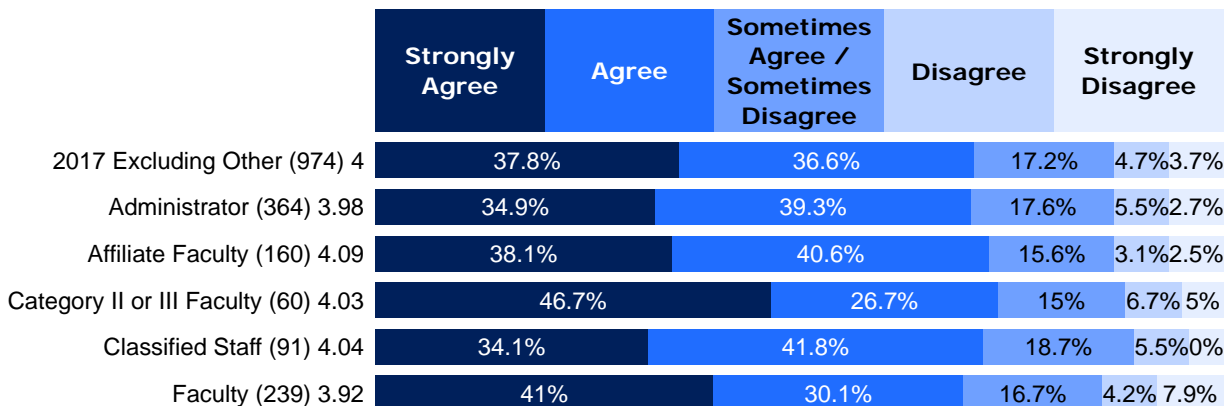
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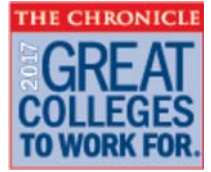
24. I have a good relationship with my supervisor/department chair.



25. Overall, my department is a good place to work.



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26. I can count on people to cooperate across departments.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (896) 3.38	12.3%	36.9%	34%	10%	6.7%
Administrator (358) 3.48	13.4%	38.3%	35.5%	8.9%	3.9%
Affiliate Faculty (111) 3.32	12.6%	38.7%	28.8%	7.2%	12.6%
Category II or III Faculty (52) 3.4	11.5%	44.2%	23.1%	15.4%	5.8%
Classified Staff (91) 3.4	13.2%	35.2%	33%	15.4%	3.3%
Faculty (235) 3.21	9.4%	33.6%	36.6%	9.8%	10.6%

27. Senior leadership provides a clear direction for this institution's future.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (953) 3.36	15.4%	35.4%	28.4%	11.1%	9.7%
Administrator (363) 3.53	17.9%	38.8%	27.8%	9.1%	6.3%
Affiliate Faculty (150) 3.46	16.7%	40%	24.7%	10%	8.7%
Category II or III Faculty (60) 3.38	18.3%	35%	21.7%	16.7%	8.3%
Classified Staff (90) 3.37	13.3%	34.4%	34.4%	11.1%	6.7%
Faculty (235) 3	10.6%	25.5%	34%	12.3%	17.4%

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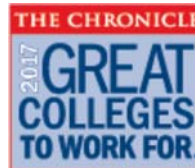
28. My department has adequate faculty/staff to achieve our goals.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (950) 2.98	11.3%	27.5%	25.4%	19.9%	16%
Administrator (358) 3.03	11.7%	26.3%	28.8%	19.3%	14%
Affiliate Faculty (148) 3.45	16.2%	39.2%	26.4%	9.5%	8.8%
Category II or III Faculty (58) 2.67	12.1%	19%	19%	24.1%	25.9%
Classified Staff (91) 3.09	8.8%	26.4%	36.3%	22%	6.6%
Faculty (238) 2.62	7.1%	24.4%	17.2%	26.1%	25.2%

29. The institution takes reasonable steps to provide a safe and secure environment for the campus.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (966) 3.88	26.3%	48.7%	16.6%	4.1%	4.3%
Administrator (362) 4	28.2%	51.4%	14.9%	3.3%	2.2%
Affiliate Faculty (160) 4	32.5%	46.3%	13.8%	3.8%	3.8%
Category II or III Faculty (57) 3.96	36.8%	38.6%	14%	5.3%	5.3%
Classified Staff (91) 3.91	28.6%	44%	19.8%	5.5%	2.2%
Faculty (239) 3.58	13.8%	52.7%	20.1%	4.6%	8.8%

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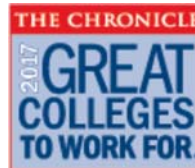
30. Our orientation program prepares new faculty, administration and staff to be effective.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (819) 3.25	11.6%	32.8%	33%	13.8%	8.8%
Administrator (321) 3.35	13.4%	35.5%	31.2%	12.8%	7.2%
Affiliate Faculty (127) 3.17	14.2%	27.6%	31.5%	15%	11.8%
Category II or III Faculty (54) 3.11	9.3%	27.8%	35.2%	20.4%	7.4%
Classified Staff (79) 3.25	5.1%	39.2%	38%	11.4%	6.3%
Faculty (188) 3.09	9.6%	28.7%	34%	16%	11.7%

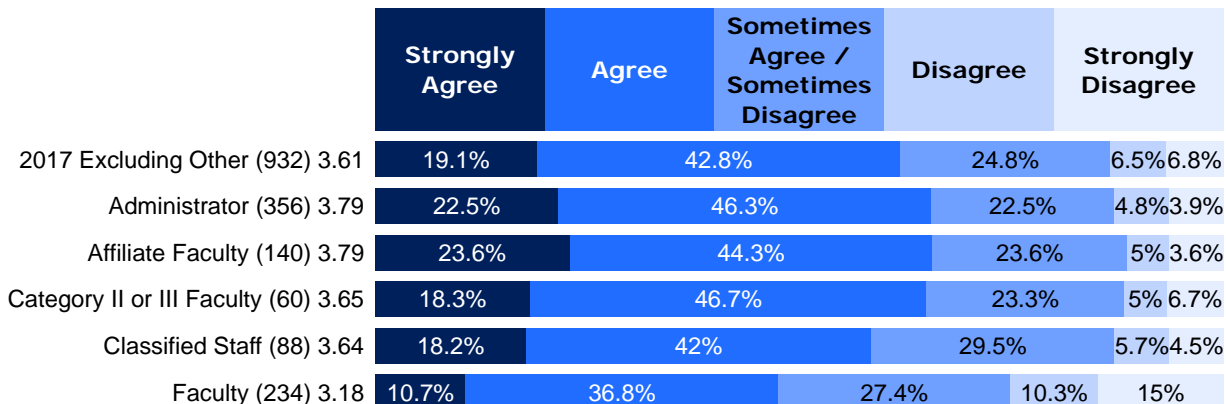
31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (932) 3.24	12.3%	34.4%	28.8%	14.1%	10.4%
Administrator (343) 3.54	16%	42.6%	25.9%	9.9%	5.5%
Affiliate Faculty (155) 3.34	13.5%	34.2%	32.3%	12.3%	7.7%
Category II or III Faculty (58) 2.83	6.9%	19%	36.2%	25.9%	12.1%
Classified Staff (83) 3.41	13.3%	39.8%	31.3%	6%	9.6%
Faculty (239) 2.75	6.7%	23.4%	28.5%	21.3%	20.1%

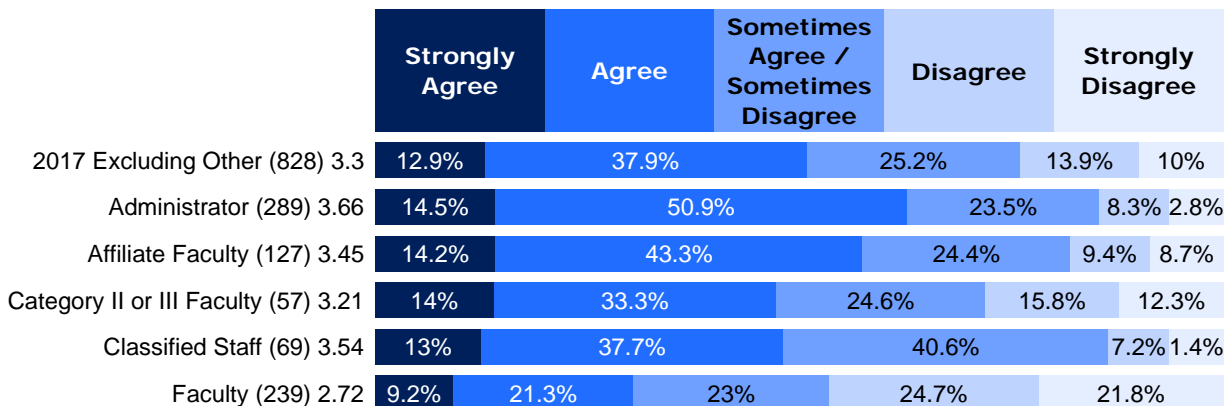
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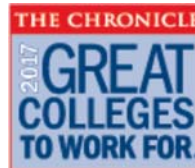
32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.



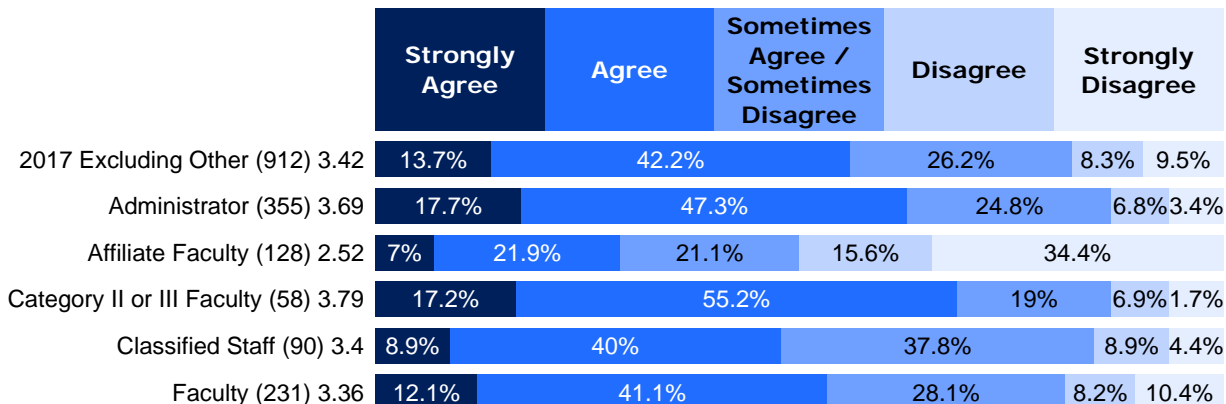
33. There is a good balance of teaching, service and research at this institution.



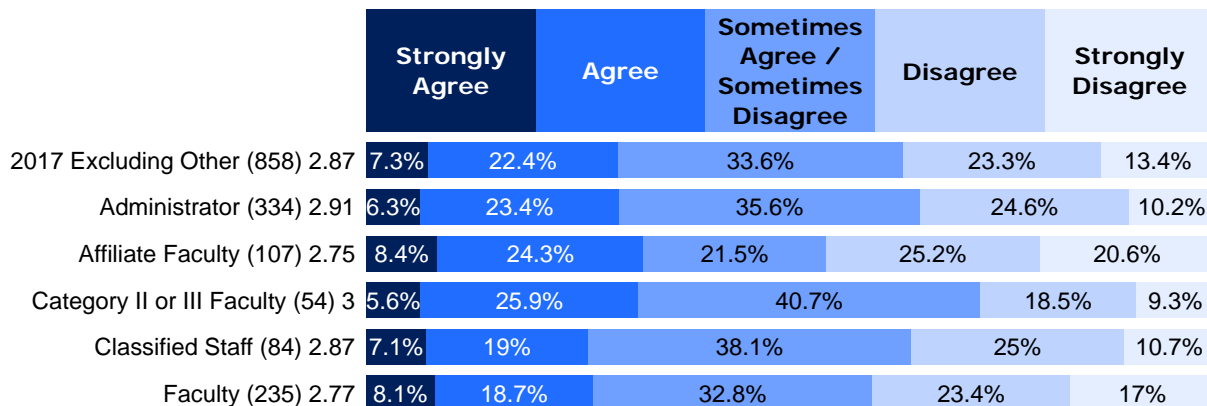
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34. This institution's benefits meet my needs.



35. Our recognition and awards programs are meaningful to me.



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36. I am proud to be part of this institution.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (966) 4.14	42.2%	36.5%	16.5%	3%	1.8%
Administrator (363) 4.22	42.1%	41.3%	14%	1.7%	0.8%
Affiliate Faculty (159) 4.18	40.3%	40.3%	17%	1.9%	0.6%
Category II or III Faculty (60) 4.23	48.3%	30%	18.3%	3.3%	0%
Classified Staff (90) 4.11	41.1%	32.2%	23.3%	3.3%	0%
Faculty (239) 3.96	41%	30.1%	17.6%	6.3%	5%

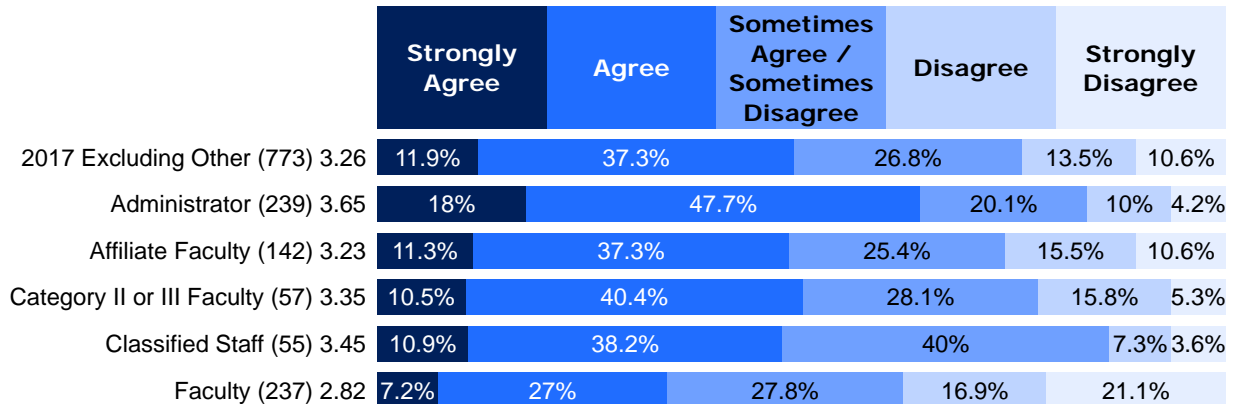
37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (945) 3.34	17.8%	32.2%	27.8%	11%	11.2%
Administrator (359) 3.54	21.2%	34.5%	28.7%	8.6%	7%
Affiliate Faculty (149) 3.33	19.5%	31.5%	24.8%	10.7%	13.4%
Category II or III Faculty (59) 3.34	15.3%	35.6%	25.4%	15.3%	8.5%
Classified Staff (89) 3.24	11.2%	32.6%	32.6%	15.7%	7.9%
Faculty (238) 3.05	13.4%	27.7%	27.7%	12.2%	18.9%

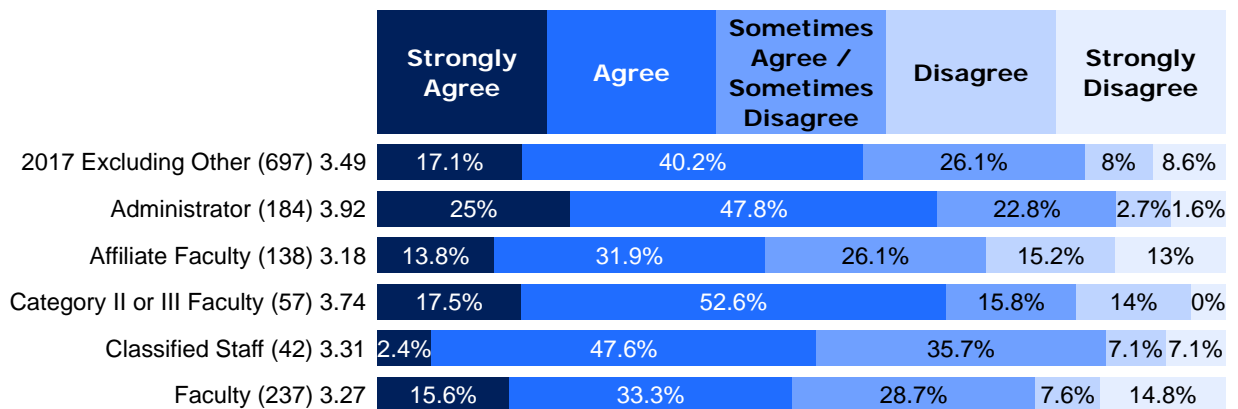
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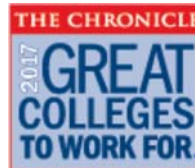
38. The role of faculty in shared governance is clearly stated and publicized.



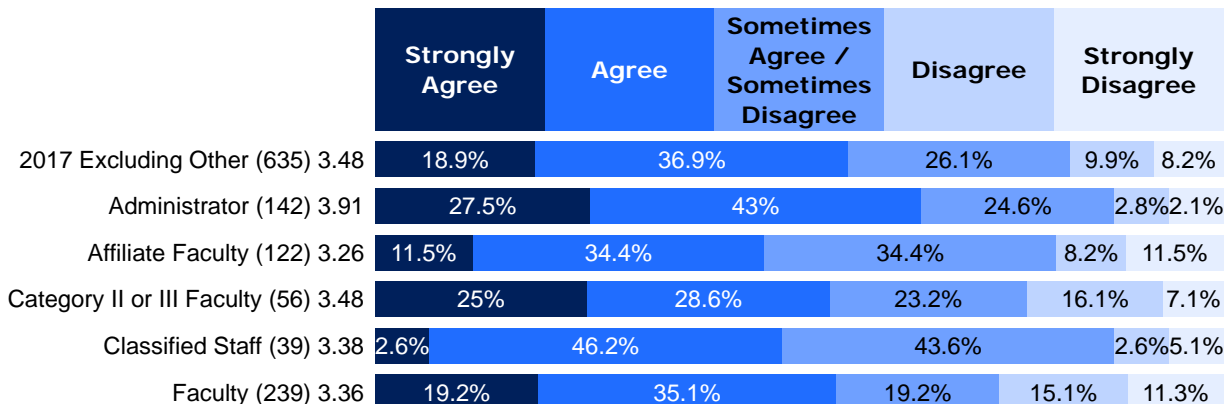
39. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).



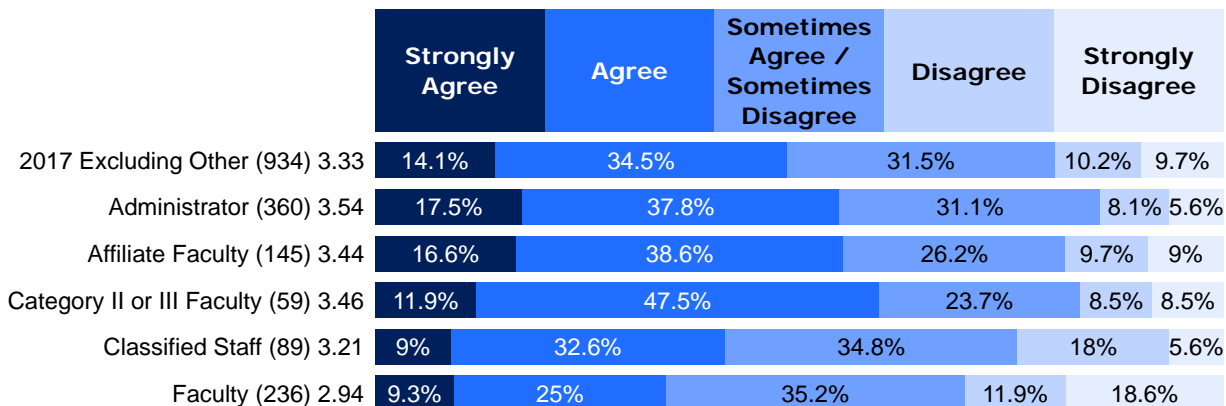
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40. Teaching is appropriately recognized in the evaluation and promotion process.



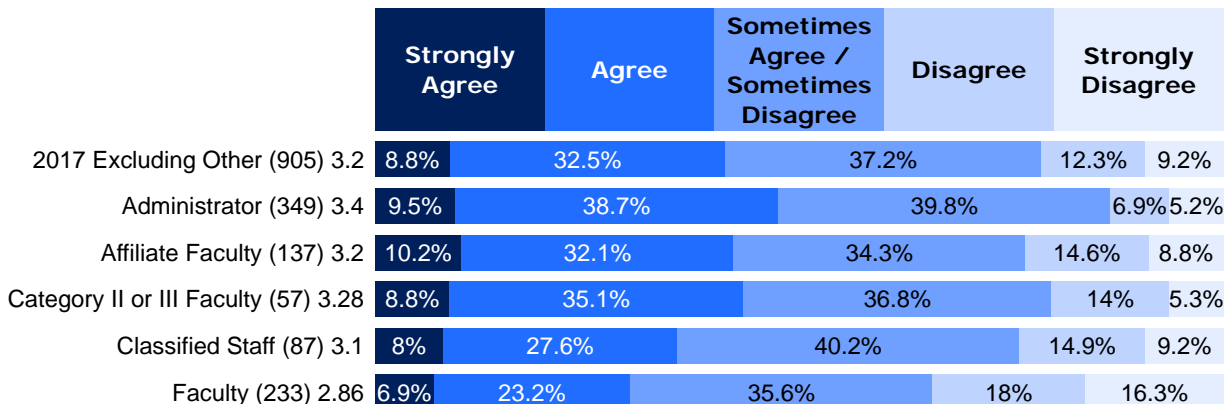
41. Senior leadership communicates openly about important matters.



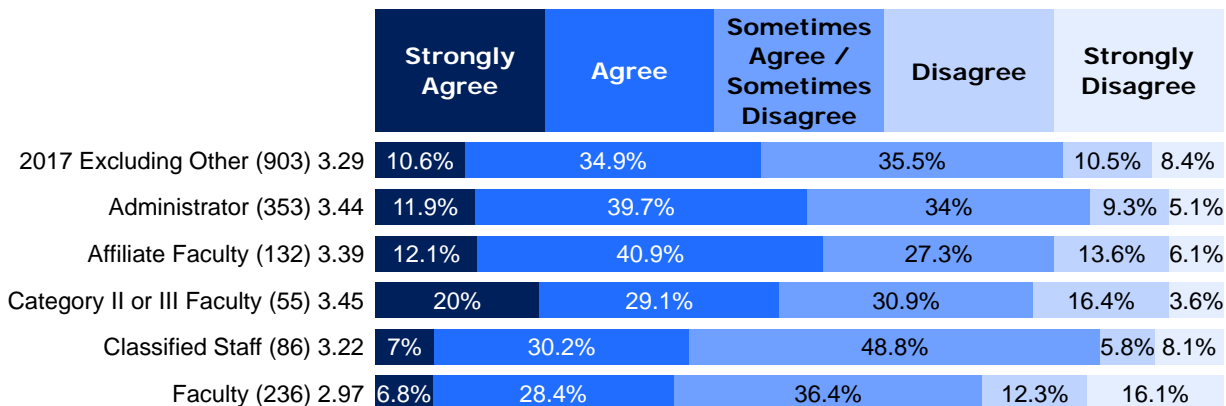
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42. Faculty, administration and staff are meaningfully involved in institutional planning.



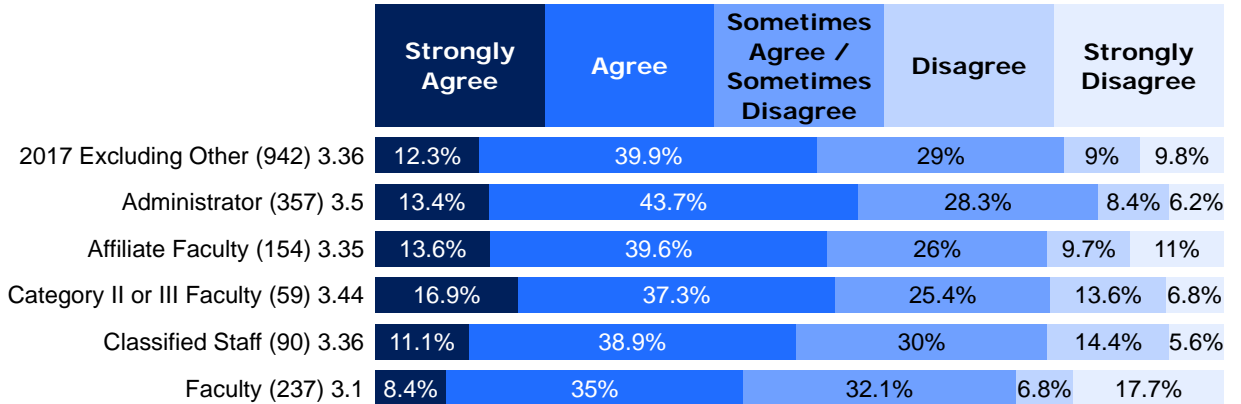
43. At this institution, we discuss and debate issues respectfully to get better results.



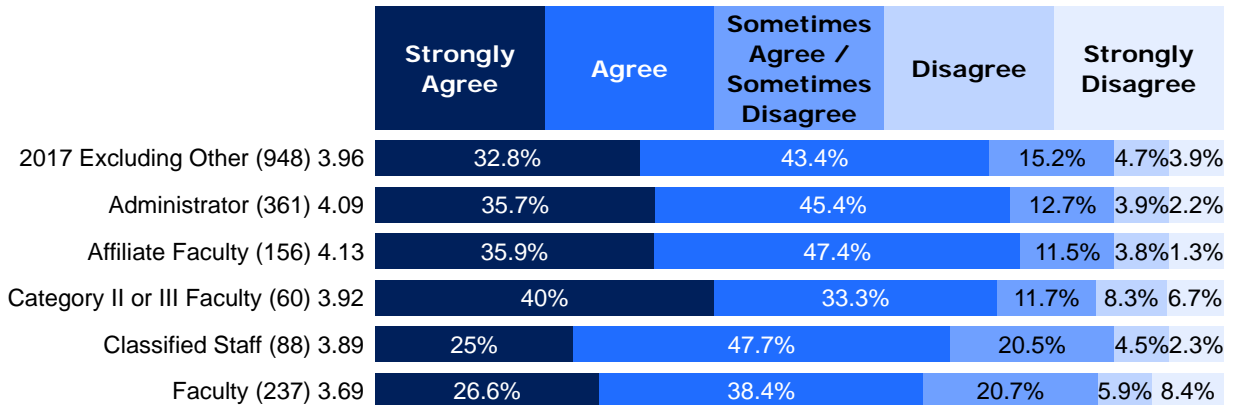
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44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.



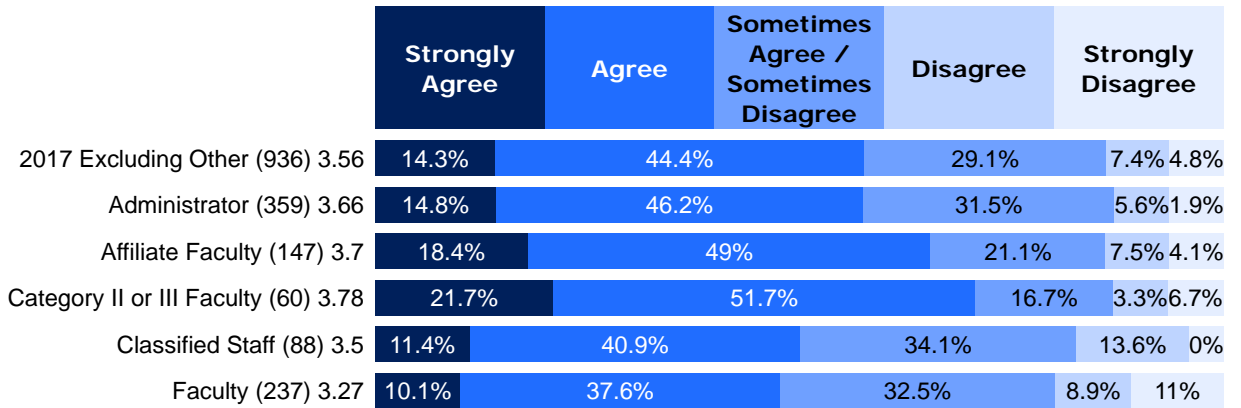
45. At this institution, people are supportive of their colleagues regardless of their heritage or background.



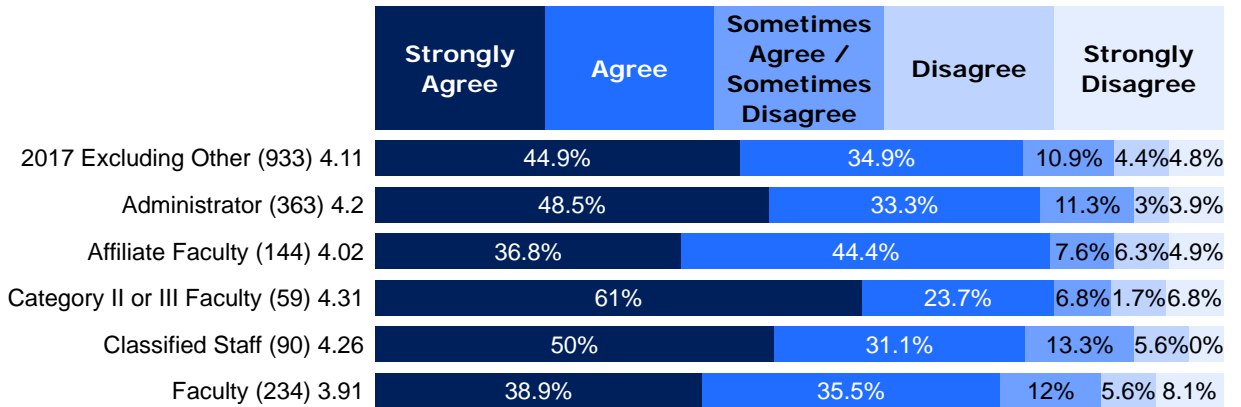
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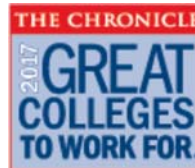
46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.



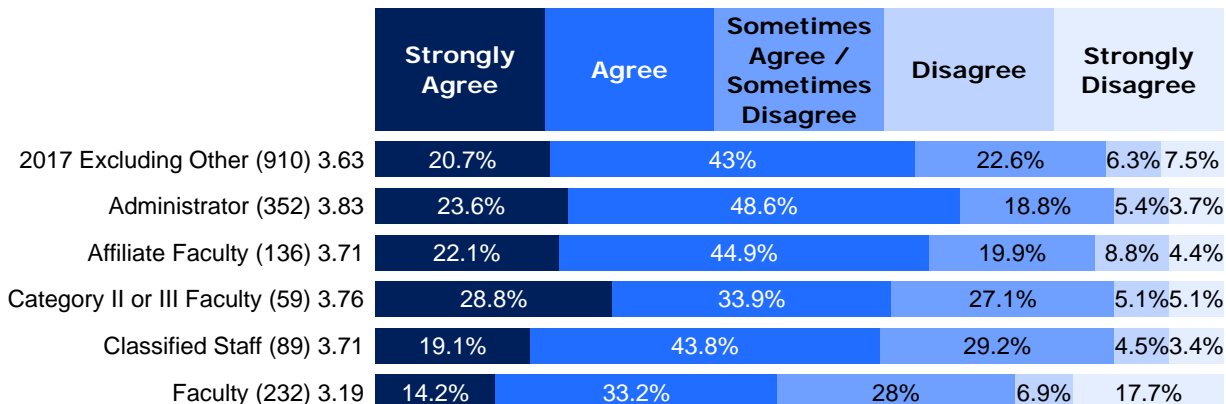
47. My supervisor/department chair supports my efforts to balance my work and personal life.



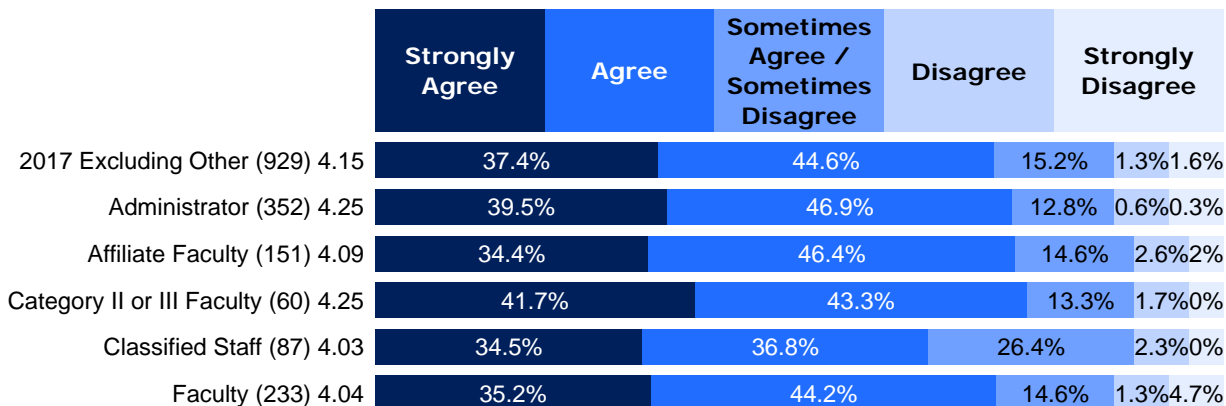
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48. Senior leadership regularly models this institution's values.



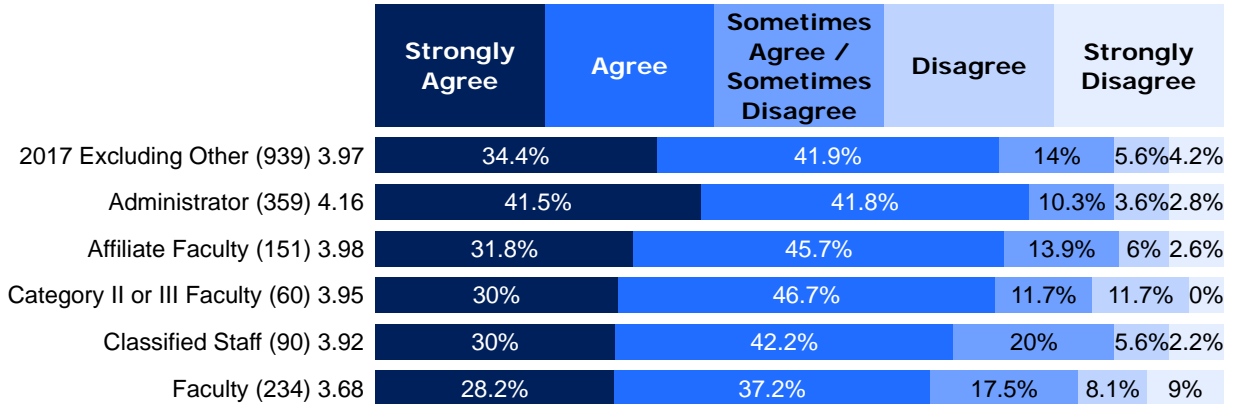
49. This institution actively contributes to the community.



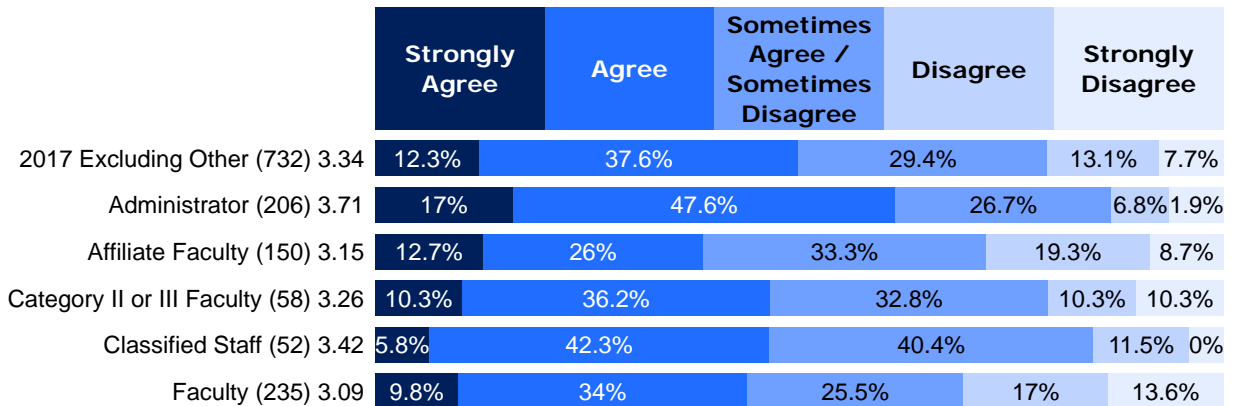
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50. This institution places sufficient emphasis on having diverse faculty, administration and staff.



51. There is appropriate recognition of innovative and high quality teaching.



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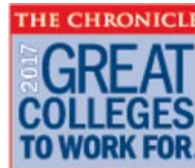
52. We celebrate significant milestones and important accomplishments at this institution.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (896) 3.62	16.2%	45.1%		27.6%	7% 4.1%
Administrator (340) 3.8	18.5%	50.9%		24.4%	4.7% 1.5%
Affiliate Faculty (139) 3.46	13.7%	37.4%		36%	7.2% 5.8%
Category II or III Faculty (58) 3.72	19%	48.3%		20.7%	10.3% 1.7%
Classified Staff (86) 3.72	15.1%	52.3%		25.6%	3.5% 3.5%
Faculty (235) 3.35	12.8%	36.6%		31.5%	11.5% 7.7%

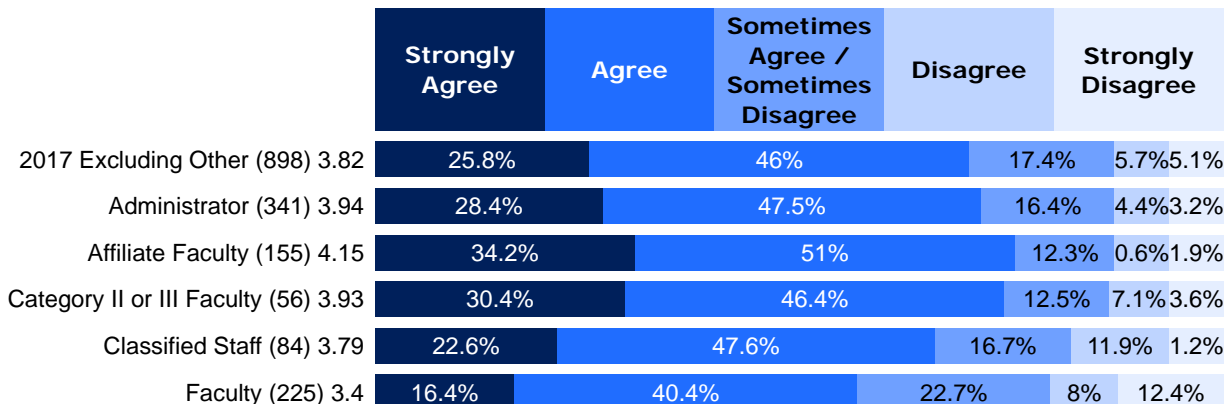
53. This institution's policies and practices give me the flexibility to manage my work and personal life.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (931) 3.74	23.4%	43.6%		20.7%	7.6% 4.6%
Administrator (361) 3.82	24.1%	44.6%		23%	5.8% 2.5%
Affiliate Faculty (144) 3.74	22.9%	50%		11.8%	9% 6.3%
Category II or III Faculty (60) 3.97	31.7%	43.3%		16.7%	6.7% 1.7%
Classified Staff (90) 3.81	22.2%	46.7%		23.3%	5.6% 2.2%
Faculty (237) 3.51	21.1%	37.6%		21.5%	11.4% 8.4%

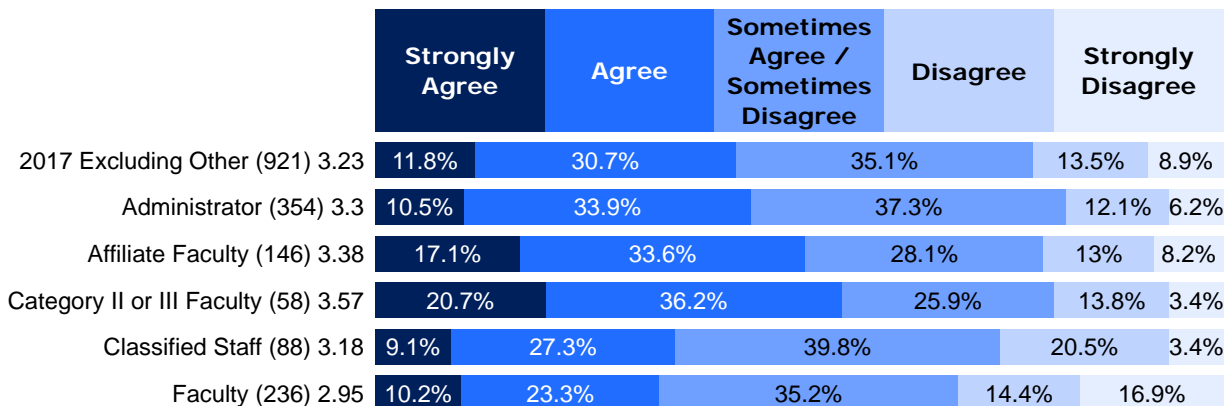
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54. This institution has clear and effective procedures for dealing with discrimination.



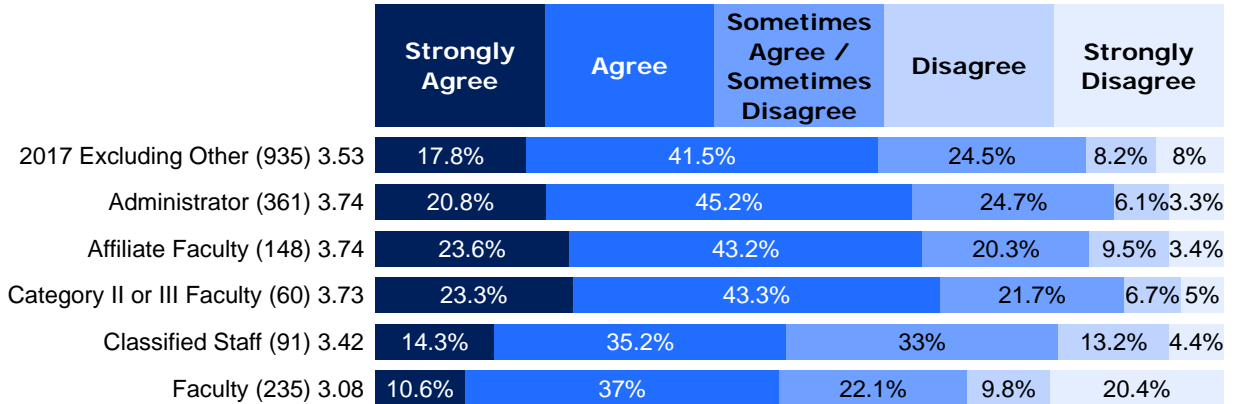
55. There is regular and open communication among faculty, administration and staff.



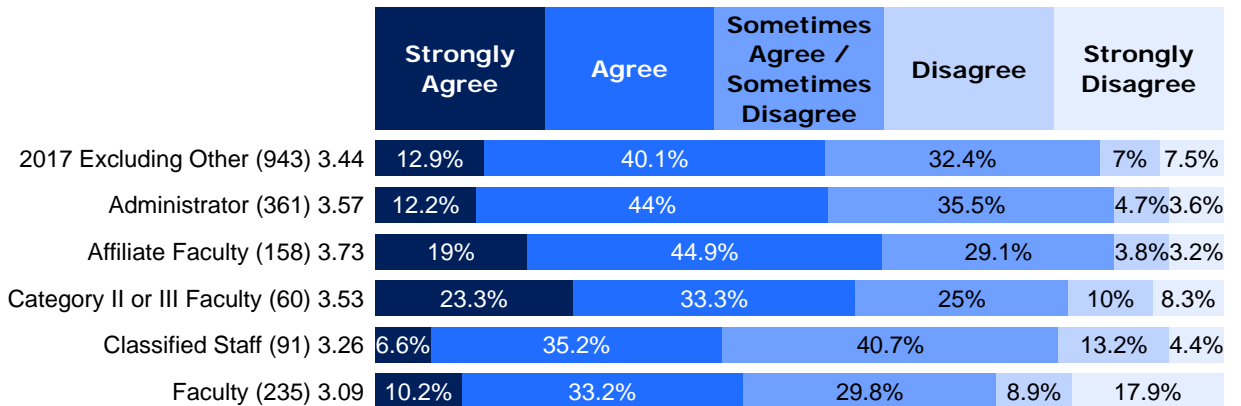
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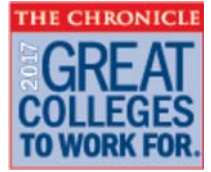
56. I believe what I am told by senior leadership.



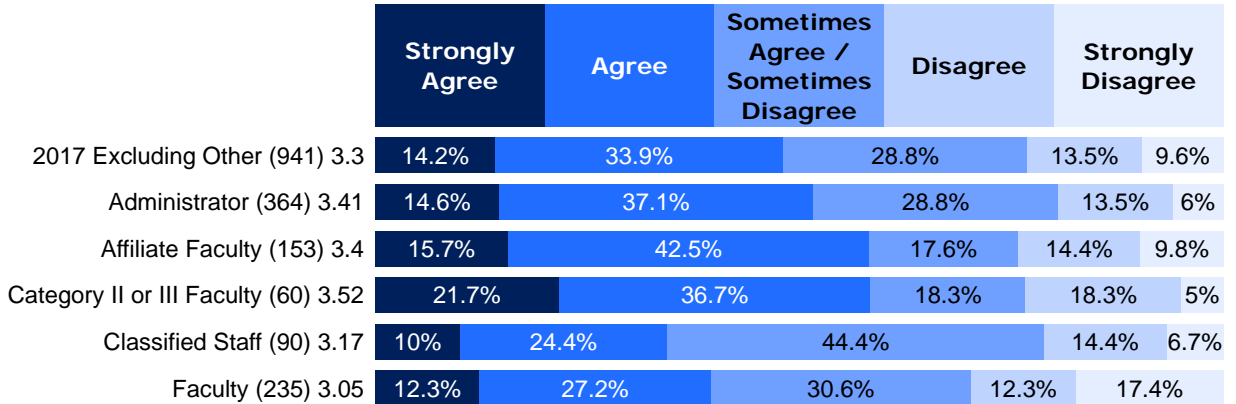
57. This institution is well run.



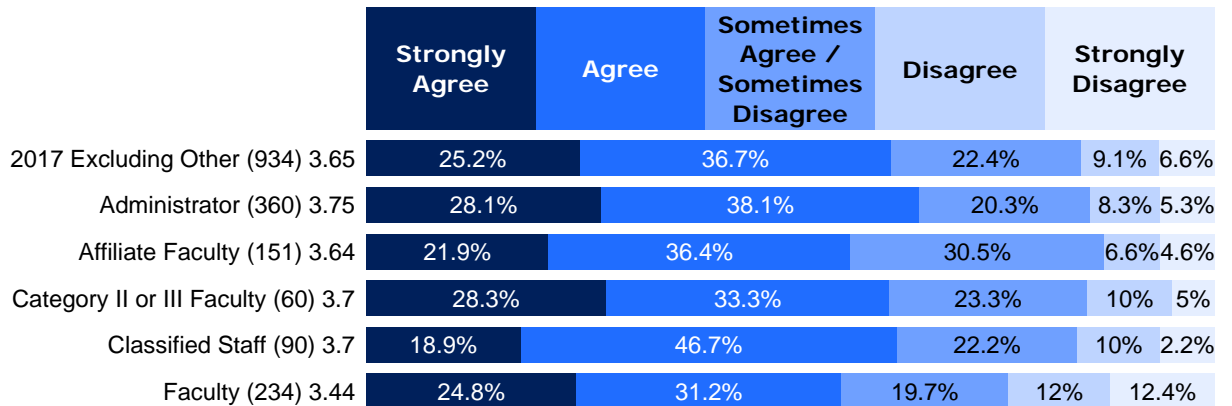
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58. There's a sense that we're all on the same team at this institution.



59. This institution's culture is special - something you don't find just anywhere.



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60. All things considered, this is a great place to work.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (950) 3.87	30.8%	39.2%	20.3%	5.9%	3.8%
Administrator (364) 3.98	32.4%	42%	18.4%	4.9%	2.2%
Affiliate Faculty (159) 3.91	30.2%	41.5%	19.5%	6.3%	2.5%
Category II or III Faculty (60) 3.97	41.7%	26.7%	20%	10%	1.7%
Classified Staff (91) 3.92	29.7%	39.6%	25.3%	4.4%	1.1%
Faculty (236) 3.63	27.1%	34.3%	22%	7.6%	8.9%

61. In my department, we address conflicts effectively when they arise.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (912) 3.32	16.6%	34.1%	25.5%	12%	11.8%
Administrator (358) 3.3	15.1%	32.7%	29.9%	12.3%	10.1%
Affiliate Faculty (136) 3.52	17.6%	43.4%	21.3%	8.8%	8.8%
Category II or III Faculty (59) 3.41	25.4%	32.2%	16.9%	8.5%	16.9%
Classified Staff (91) 3.44	15.4%	37.4%	29.7%	11%	6.6%
Faculty (234) 3.16	17.1%	30.8%	20.9%	13.7%	17.5%

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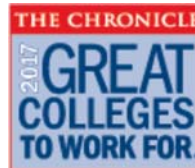
62. In recent years MSU Denver has undergone many changes, some include building new facilities, hiring new faculty and staff, moving to university status, etc. Recent University changes have improved my work environment.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (836) 3.44	16.7%	37.3%	26%	13.6%	6.3%
Administrator (312) 3.6	17%	43.6%	25%	11.2%	3.2%
Affiliate Faculty (125) 3.38	15.2%	37.6%	24%	16%	7.2%
Category II or III Faculty (50) 3.32	18%	30%	26%	18%	8%
Classified Staff (89) 3.35	13.5%	31.5%	34.8%	16.9%	3.4%
Faculty (232) 3.32	17.7%	33.2%	23.7%	14.7%	10.8%

63. Our evaluation processes are user-friendly and efficient.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (890) 3.09	7.1%	33.6%	31.2%	17.2%	10.9%
Administrator (338) 3.08	5.9%	34.6%	31.7%	17.2%	10.7%
Affiliate Faculty (139) 3.22	9.4%	36%	29.5%	18%	7.2%
Category II or III Faculty (57) 3.25	7%	40.4%	29.8%	15.8%	7%
Classified Staff (88) 3	5.7%	26.1%	40.9%	17%	10.2%
Faculty (235) 3	8.1%	31.5%	27.2%	18.7%	14.5%

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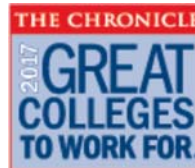
64. I can make an official complaint without fear of retaliation.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (865) 3.19	12.1%	35.7%	24.6%	14.1%	13.4%
Administrator (340) 3.27	12.4%	38.5%	23.2%	15.3%	10.6%
Affiliate Faculty (136) 3.49	18.4%	39%	23.5%	11%	8.1%
Category II or III Faculty (55) 3.33	18.2%	36.4%	20%	10.9%	14.5%
Classified Staff (86) 3.21	10.5%	32.6%	33.7%	14%	9.3%
Faculty (216) 2.85	7.9%	29.6%	25.5%	13.9%	23.1%

65. Our institution's values guide decision-making throughout MSU Denver not just in theory but also in our day-to-day actions.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (912) 3.49	13.2%	42.8%	30%	8.3%	5.7%
Administrator (356) 3.63	13.2%	48.9%	28.9%	5.9%	3.1%
Affiliate Faculty (149) 3.66	18.1%	44.3%	26.8%	6.7%	4%
Category II or III Faculty (57) 3.6	14%	47.4%	24.6%	12.3%	1.8%
Classified Staff (88) 3.5	12.5%	37.5%	38.6%	10.2%	1.1%
Faculty (228) 3.15	10.5%	32.9%	31.1%	11.8%	13.6%

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66. I have sufficient technology and resources to do my job.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (945) 3.47	16.6%	41.2%		22.1%	13.1% 7%
Administrator (363) 3.78	20.9%	47.1%		22.6%	8% 1.4%
Affiliate Faculty (161) 3.5	18%	44.1%		16.8%	12.4% 8.7%
Category II or III Faculty (60) 3.32	13.3%	35%		26.7%	20% 5%
Classified Staff (91) 3.52	18.7%	39.6%		22%	14.3% 5.5%
Faculty (236) 3.02	10.6%	30.5%		24.2%	19.5% 15.3%

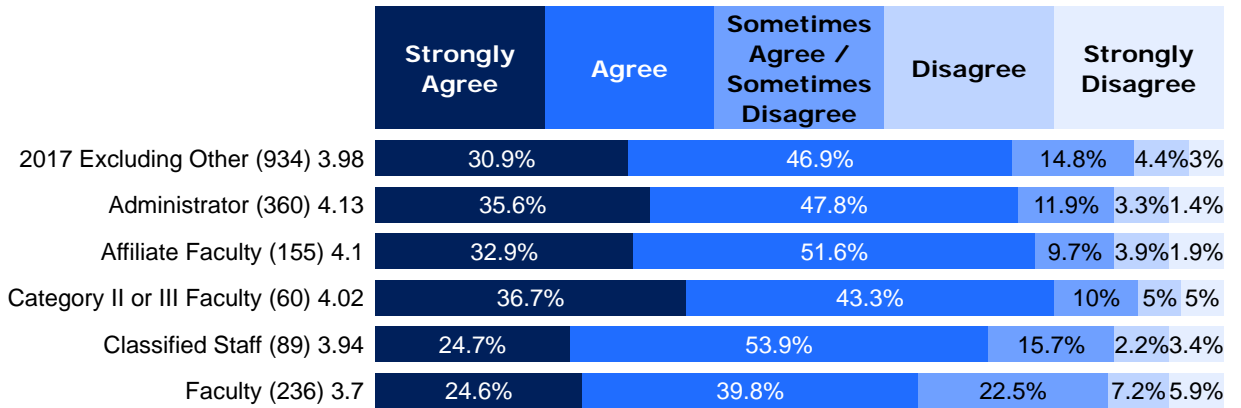
67. The role of staff in shared governance is clearly stated and publicized.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (875) 3.23	9.4%	36.2%		29.9%	16.8% 7.7%
Administrator (349) 3.4	9.5%	43.6%		27.8%	16% 3.2%
Affiliate Faculty (137) 3.38	12.4%	39.4%		27%	16.1% 5.1%
Category II or III Faculty (54) 3.26	11.1%	29.6%		38.9%	14.8% 5.6%
Classified Staff (86) 3.31	9.3%	38.4%		34.9%	9.3% 8.1%
Faculty (216) 2.8	7.4%	22.2%		30.1%	23.1% 17.1%

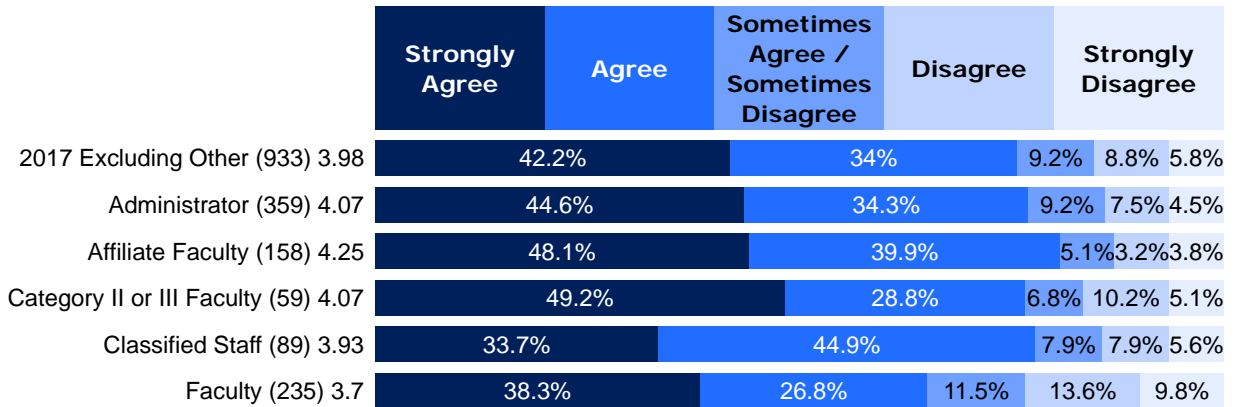
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68. At MSU Denver, people are supportive of their colleagues regardless of their heritage, background, race, ethnicity and sexual orientation.



69. I have not experienced discrimination and/or bias because of my identity.



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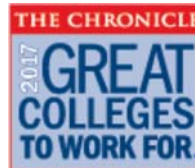
70. I am not aware of colleagues who have experienced discrimination or bias because of their identity.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (931) 3.64	31.9%	34.5%	9.5%	14.5%	9.7%
Administrator (360) 3.71	31.4%	37.5%	10.3%	12.2%	8.6%
Affiliate Faculty (157) 4.13	42.7%	41.4%	5.1%	7.6%	3.2%
Category II or III Faculty (59) 3.63	33.9%	28.8%	11.9%	16.9%	8.5%
Classified Staff (88) 3.66	28.4%	38.6%	11.4%	13.6%	8%
Faculty (235) 3.24	28.1%	23.4%	9.8%	22.1%	16.6%

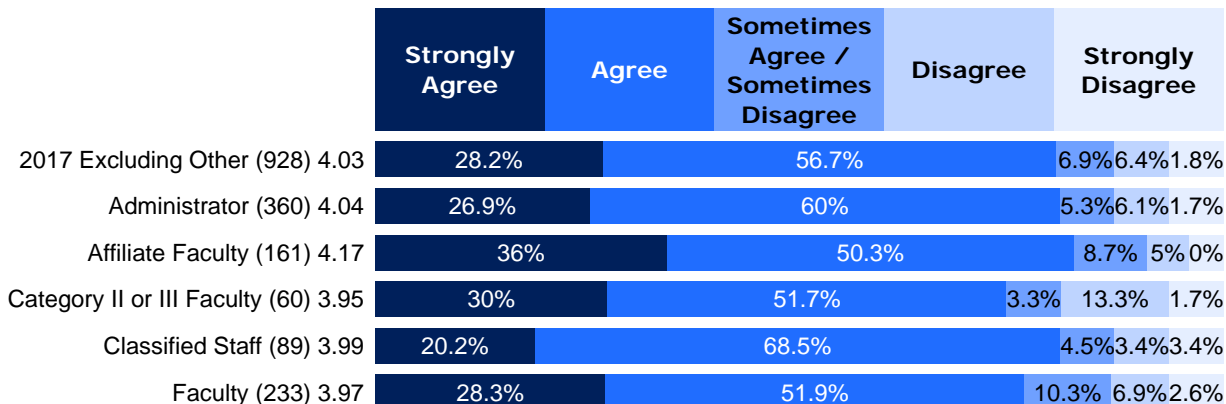
71. I am aware of the process for filing a discrimination complaint.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (926) 3.99	27.2%	55.4%	8.2%	7.2%	1.9%
Administrator (359) 3.98	25.6%	58.5%	6.1%	7.8%	1.9%
Affiliate Faculty (161) 4.12	35.4%	48.4%	9.9%	5.6%	0.6%
Category II or III Faculty (60) 3.9	26.7%	53.3%	5%	13.3%	1.7%
Classified Staff (89) 3.97	19.1%	66.3%	10.1%	1.1%	3.4%
Faculty (232) 3.95	28.4%	50.4%	10.8%	8.2%	2.2%

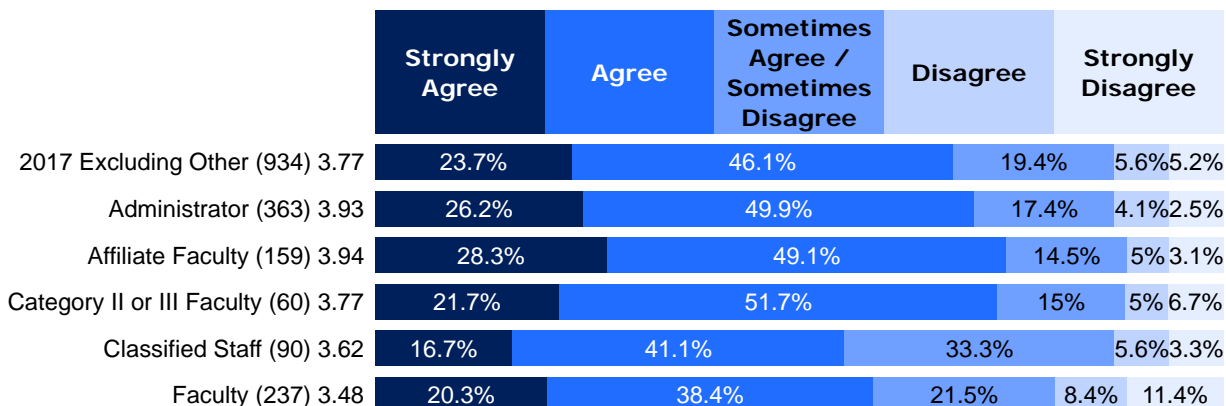
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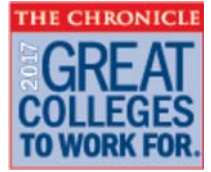
72. I am aware of the process for filing a sexual harassment complaint.



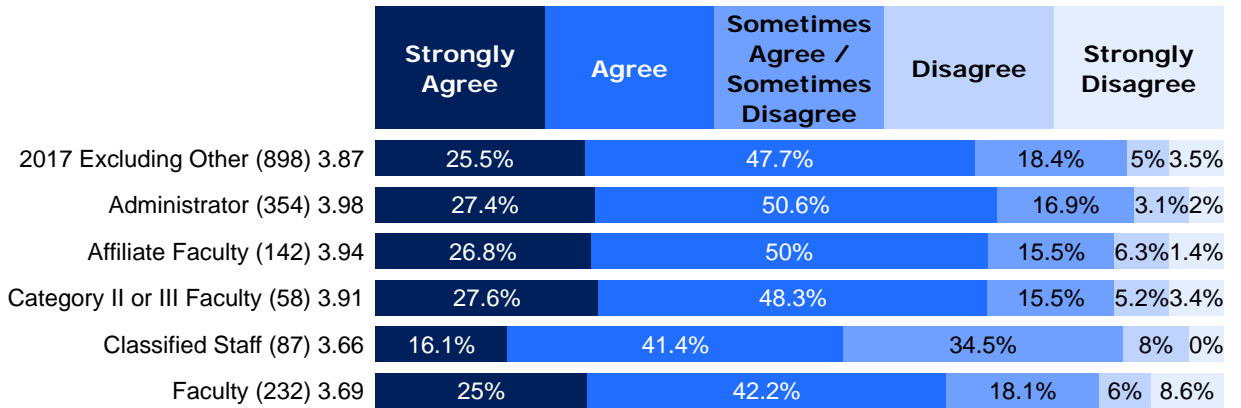
73. The environment at MSU Denver is supportive of the expression of different opinions, styles and perceptions.



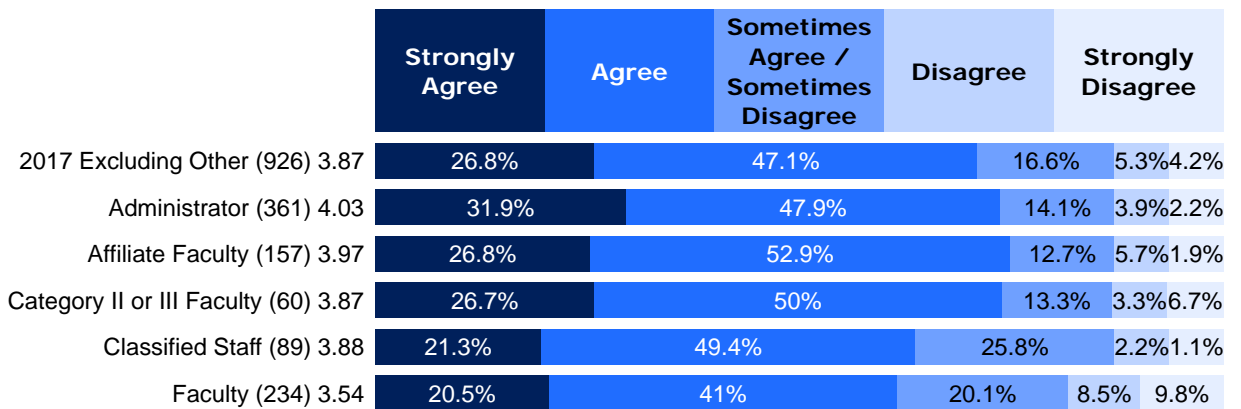
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74. MSU Denver makes a genuine effort to involve a diverse group of faculty/staff on university initiatives.



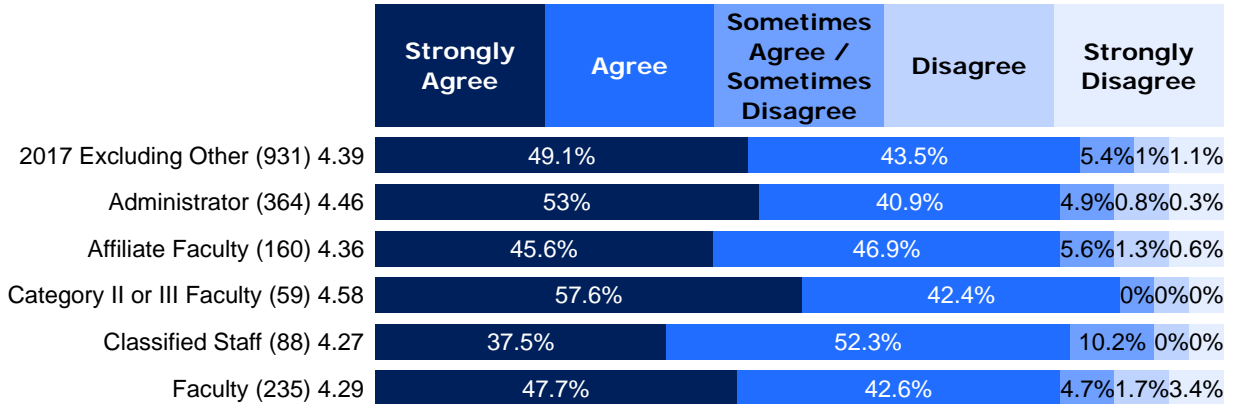
75. Overall, I am satisfied with MSU Denver's efforts to support and encourage the valuing of differences.



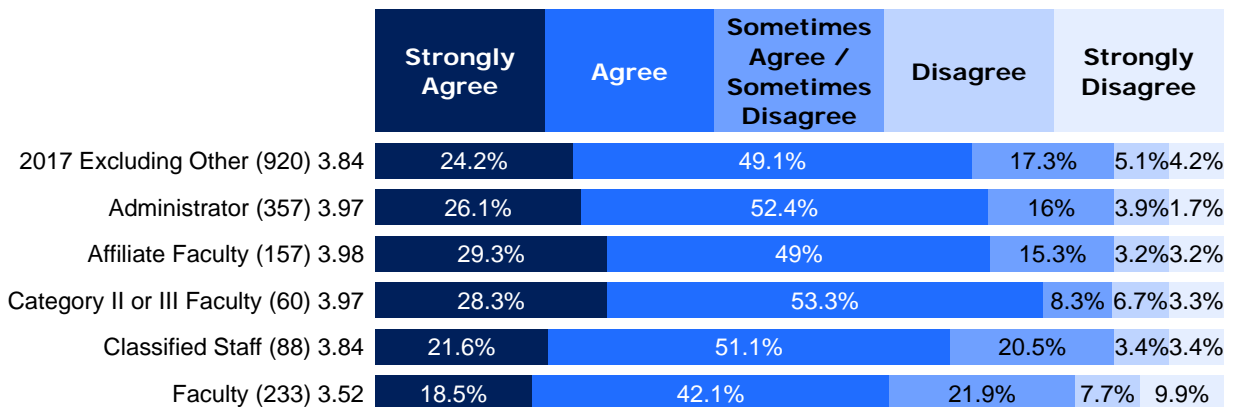
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76. I understand the purpose of diversity and inclusion at MSU Denver.



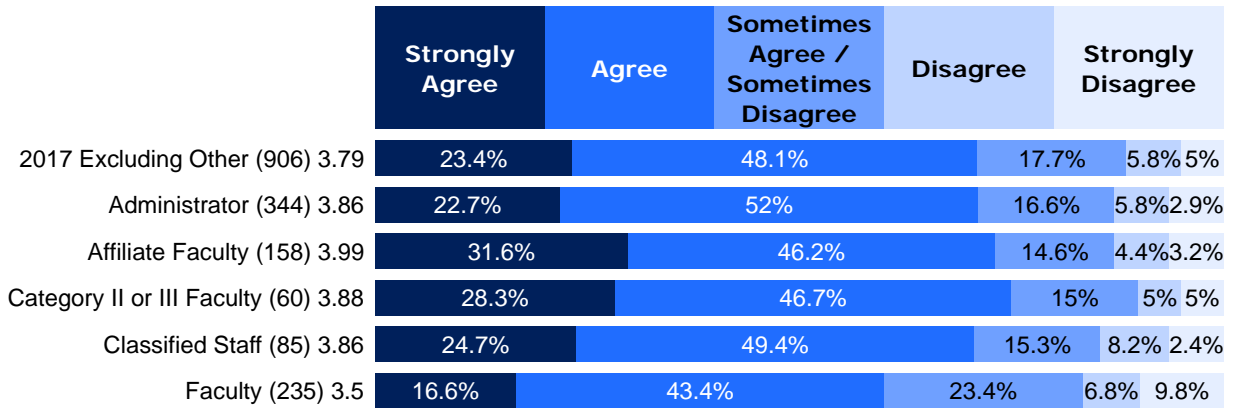
77. I feel that MSU Denver provides faculty, staff and administrators with the necessary resources to ensure accessible and inclusive learning/work environments for students and staff regardless of their ability status.



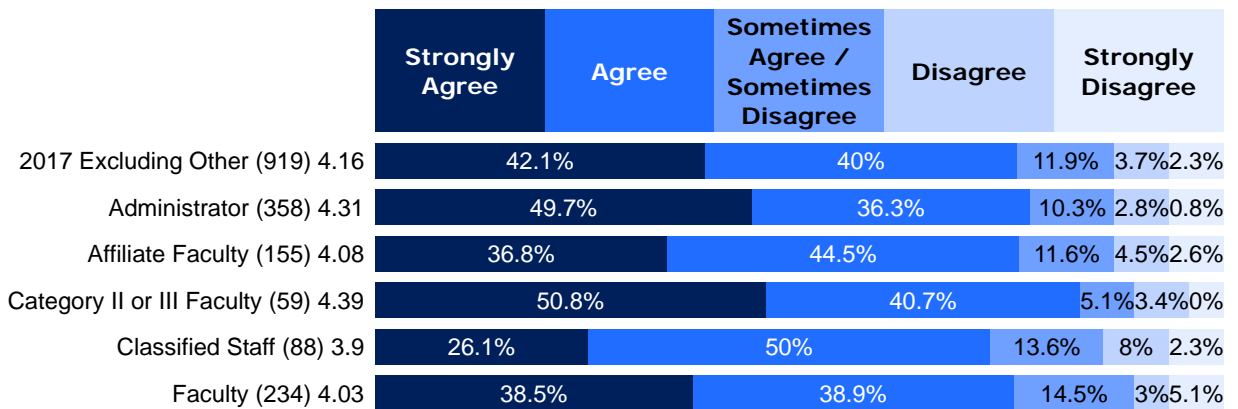
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78. The online Disability Awareness Training provided beneficial information to improve my ability to assist students with disabilities in my particular work capacity.



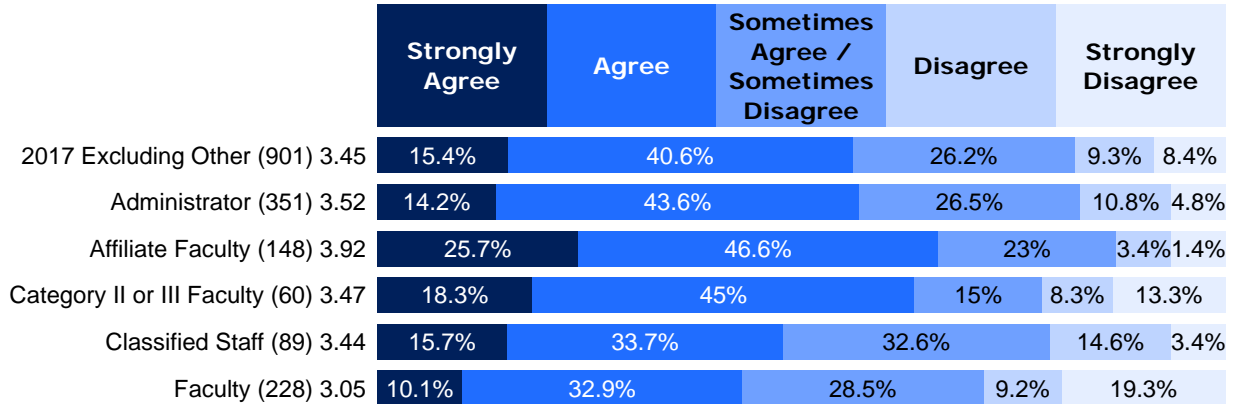
79. Achieving federal designation as a Hispanic-Serving Institution (HSI) fulfills an important element of MSU Denver's mission.



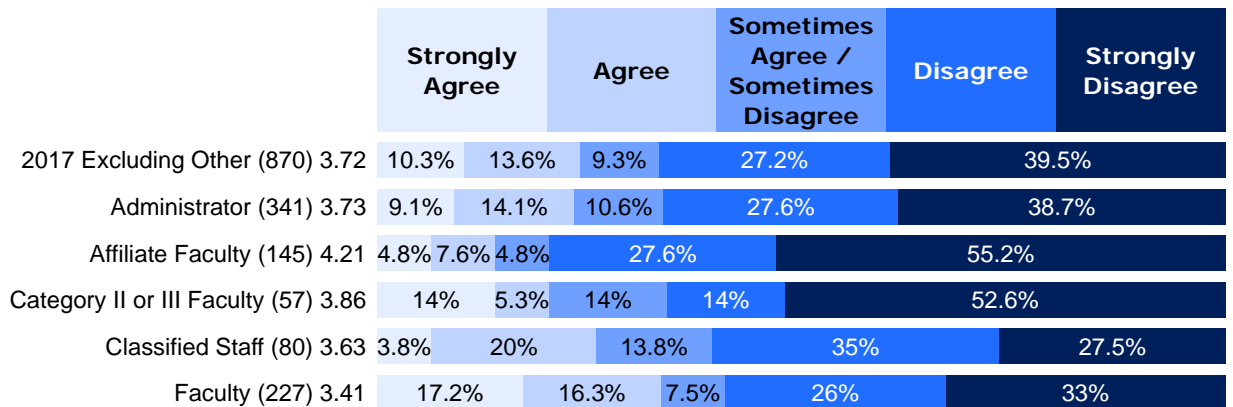
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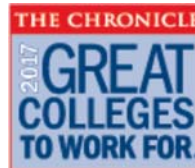
80. I believe that MSU Denver's policies and practices are effective at preventing bullying.



81. I have experienced workplace bullying (i.e., the persistent use of aggressive, overbearing, or unreasonable behaviors) directed toward me by a member of the MSU Denver community.



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82. I am aware of other employees at MSU Denver who have experienced workplace bullying.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (878) 3.23	15.4%	24.3%	10.4%	22.3%	27.7%
Administrator (347) 3.15	14.1%	28.5%	10.7%	21.6%	25.1%
Affiliate Faculty (144) 3.96	5.6%	15.3%	4.2%	27.8%	47.2%
Category II or III Faculty (59) 3.37	23.7%	11.9%	8.5%	15.3%	40.7%
Classified Staff (81) 3.15	9.9%	27.2%	18.5%	27.2%	17.3%
Faculty (228) 2.9	22.8%	25.4%	11%	20.2%	20.6%

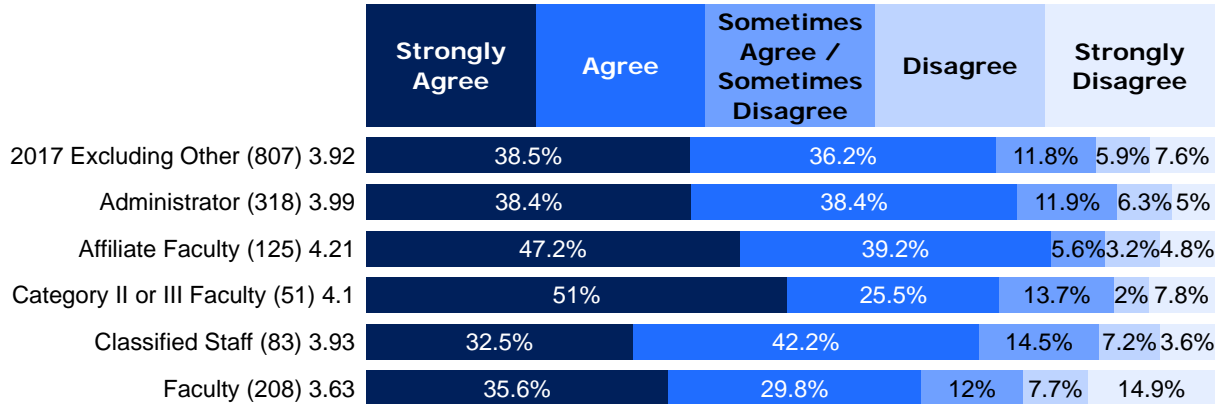
83. Faculty, administration and staff understand that workplace bullying is not tolerated in MSU Denver.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
2017 Excluding Other (921) 3.93	30.4%	45%	16.1%	4.6%	4%
Administrator (359) 3.95	28.4%	46.2%	19.8%	3.3%	2.2%
Affiliate Faculty (158) 4.24	39.2%	48.1%	10.8%	1.3%	0.6%
Category II or III Faculty (60) 4.02	38.3%	45%	5%	3.3%	8.3%
Classified Staff (90) 4.01	32.2%	45.6%	14.4%	6.7%	1.1%
Faculty (232) 3.67	25.9%	41.4%	15.5%	8.2%	9.1%

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84. Instances of alleged workplace bullying are taken seriously by my supervisor/department chair.



85. MSU Denver has clear and effective procedures for dealing with workplace bullying.

